

Felicia S. O'Connor

Partner

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Felicia O'Connor frequently represents and counsels clients on a wide range of labor and employment issues including, wage and hour compliance, leave issues including the intersection between the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), sexual and other harassment issues, the Worker Adjustment and Retraining Notification Act (WARN) compliance, the Service Contract Act, and many other areas. She also has traditional labor experience including counseling on labor relations issues, responding to National Labor Relations Board (NLRB) charges, and conducting labor arbitrations.

Felicia is a skillful litigator in Foley's Labor & Employment Practice and a member of the firm's Automotive Industry Team. She has extensive experience working closely with many automotive suppliers and other manufacturers. She also has clients in a wide variety of other industries

Prior to becoming a lawyer and joining Foley, Felicia worked for a large technology and information company managing a team of website developers that spanned three countries. As a result, she has a very client-oriented perspective.

Awards and Recognition

- Best Lawyers: Ones to Watch — Commercial Litigation (2022-2024)

Affiliations

- Member of the Oakland County Bar Association
- Member of the Detroit Bar Association
- Member of the Federal Bar Association for the Eastern District of Michigan

Presentations and Publications

- Co-author, "[Oakland County, Michigan Rescinds Emergency Order 2020-10 Requiring Screening and Social Interaction Measures at Open Businesses and Operations – State Requirements Now Govern](#)," *Foley's Coronavirus Resource Center* (June 4, 2020)

- Presenter, “The Impact of COVID 19 in the Workplace,” Webinar, *Clear Law Institute* (March 31, 2020)
- Co-author, “Key employment issues facing employers in the automotive industry,” Thomson Reuters® *Westlaw® Journal* (April 2, 2020)
- Presenter, “#MeToo And The New Realities Of Workplace Harassment,” *Foley & Lardner LLP’s 2018 Labor & Employment and Employee Benefits Summit* (May 3, 2018)
- Author, “Massachusetts Poised to Become the Latest State Offering a Paid Family Leave Program,” *Foley & Lardner LLP’s Labor & Employment Perspectives Blog* (June 25, 2018)
- Author, “When Is a Seemingly Exempt Employee Not Truly Exempt?” *Foley & Lardner LLP’s Labor & Employment Law Perspectives Blog* (January 2, 2018)
- Author, “As If Leave Laws Aren’t Complicated Enough – Don’t Forget That Leave Can Be a Reasonable Accommodation,” *Foley & Lardner LLP’s Labor & Employment Law Perspectives Blog* (July 24, 2017)
- Author, “It Pays to Pay Attention to Impact When Considering Layoffs,” *Foley & Lardner LLP’s Labor & Employment Law Perspectives Blog* (February 20, 2017)
- Author, “Watch Out for the Cat’s Paw – Employers May Be Accountable for Low-Level Employee Actions,” *Foley & Lardner LLP’s Labor & Employment Law Perspectives Blog* (September 19, 2016)
- Co-author, “Increasing Legal Scrutiny of Website Accessibility in the Real Estate Industry,” *CFSL Bulletin* (June 2, 2016)
- Co-author, “Non-Compete Agreements: Enforceability, Reasonableness and the Court’s Discretion to Blue Pencil,” *Michigan Business Law Journal* (Fall 2011)

Sectors

- [Manufacturing](#)

Practice Areas

- [Labor & Employment](#)
- [Litigation](#)

Education

- University of Michigan Law School (J.D., cum laude, 2012)
- University of California, Berkeley (B.A., 2001)
 - History

Admissions

- Michigan
- U.S. District Court, Northern District of Indiana
- U.S. District Court, Eastern and Western District of Michigan
- U.S. Court of Appeals, Sixth Circuit